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KDVFD New Recruit Information Sheet

New recruits will be expected to participate in a training program which will cover much of what a Paid-on-call Firefighter will have to deal with. Recruits are required to participate in all training sessions before being issued a pager. Should a recruit be unable to make a session, they'll need to make alternate arrangements with the Keremeos Fire Department trainer.

After successful completion of the training program, new recruits (other than students) may be given a pager providing the following criteria is met.

- Retain training knowledge provided.
- Comprehend and understand the importance of Safety.
- Able to demonstrate the skills learned.
- Show's enthusiasm and initiative
- Works well within a team environment
- Understands and follows instructions.
- Physically capable of performing the duties required.
- Meets or exceeds attendance requirements.

Once the recruit has received a pager, they can respond to calls, but they cannot get on the first out vehicle unless asked by the incident commander (IC). During a callout, the recruit must observe and shadow a senior firefighter.

New recruits will be on probation for a period of 12 months with evaluations discussed with individual recruits on the 6th and 12th month. At the end of probation period, the fire department evaluation committee may recommend if the recruit will be inducted as a full member or if a further probation period is warranted.

To become a full member, recruits will be evaluated on the following criteria:

- Safety conscious.
- Attendance requirements.
- Attitude.
- Job performance.

- Overall fit within the department

High School Student Recruits

Keremeos Fire only has space for 4, pager carrying students. If a vacancy becomes available and there are students in reserve, the student that meets all criteria will be given a pager and will respond to call outs, if available.

- It is recommended that during class, students only respond to a second page, requesting more manpower.
- Students must turn off their pager during exams.
- Under no circumstance are students permitted to respond to calls during exams
- Students will not receive a pager until their 16th birthday, providing there is a vacancy and they have met all requirements.
- Students will be classed as a student until proof of high school graduation or equivalency, or their 19th birthday.
- **Depending on the incident type and the description announced by dispatch and, the incident commander's discretion, students may be permitted on first out apparatus.**

I have read, understand, and agree with the above.

Print Name

Signature

Date

To be submitted with application